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ABSTRACT

A study examined the supply and demand for business teachers for public schools in Illinois. Data from these sources were analyzed: employment projections by the Illinois Department of Employment Security, information about current and projected business education teacher positions throughout Illinois, demographic data about the state's current force of business education, and current and projected business education teaching positions. The analysis established that, although there has been a decline in the number of business teaching positions in Illinois public high schools, the pattern will change to the point where the demand will outstrip the supply of newly certified teachers produced by higher education institutions in Illinois. The Illinois Business Teacher Educators Council (IBTEC) recommended that state policymakers and business and industry representatives form a blue ribbon task force to analyze the current context and environment for business teacher preparation programs and formulate their own recommendations to the Illinois Board of Higher Education regarding business teacher preparation program strategic quality goals, organizing principles and delivery structures, and funding sources and levels. Appended are the following: state board regions of Illinois by county; monthly lists of business education job listings throughout Illinois from January 1994 through October 1994; and IBTEC bylaws. (Contains 13 references.) (MN)

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ED 382 880

ILLINOIS BUSINESS TEACHER SUPPLY AND DEMAND: A CONUNDRUM FACING PROGRAM MAINTENANCE AND TEACHER EDUCATION POLICY IN STATE INSTITUTIONS OF HIGHER EDUCATION IN ILLINOIS

A REPORT TO

THE ILLINOIS BOARD OF HIGHER EDUCATION

FROM

THE ILLINOIS BUSINESS TEACHER EDUCATORS COUNCIL

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
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Preface

This report was prepared at the direction of the Illinois Business Teacher Educators Council by Dr. Marsha Anderson-Yates, Southern Illinois University at Carbondale, Dr. Margaret Erthal, Southern Illinois University at Edwardsville, Dr. Thomas Haynes, Illinois State University, Dr. Thaddeus McEwen, Eastern Illinois University.

The purposes of the Council are:

- To serve as a communications link between the various programs represented by the Council and with agencies working in the areas of concern to business educators;
- To serve in advisory capacity to the head consultant of Business Marketing and Management of the department of Adult Vocational Technical Education, Illinois State Board of Education;
- To cooperate and provide leadership in working towards goals which are in the best interest of business education;
- To stimulate improvement of instruction, research, and other professional activities of Illinois Business Educators;
- To review certification and accreditation policies;
- To review activities of the department of Adult Vocational Technical Education and at the Illinois State Board of Education.

The Illinois Business Teacher Educators Council represents Illinois institutions of higher education with an approved program for business education certification. These institutions include: Chicago State University, Eastern Illinois University, Illinois State University, McKendree College, Olivet Nazarene College, Northern Illinois University, Roosevelt University, Southern Illinois University at Carbondale, Southern Illinois University at Edwardsville, and University of Illinois.

At the June 9, 1994 regular meeting of the Illinois Business Teacher Educators Council, the above named report writers were directed to prepare this document concerning the status of business teacher education in regards to business teacher supply and demand. This report provides information which will be helpful to the Illinois Board of Higher Education, Council Institutions, and the Illinois State Board of Education in developing policies, and implementing programmatic decisions regarding business teacher preparation.

ILLINOIS BUSINESS TEACHER SUPPLY AND DEMAND:

A CONUNDRUM FACING PROGRAM MAINTENANCE AND TEACHER EDUCATION POLICY

IN STATE INSTITUTIONS OF HIGHER EDUCATION IN ILLINOIS

The purpose of this report is to identify major gaps between the perceived decline in business teacher preparation programs and demand for business teachers for public schools in Illinois and the true supply and demand for teachers in this profession. In addition, the role of business teachers in preparing youth and adults for business sector careers which require less than a baccalaureate degree will be reviewed. Furthermore, this review will address policy issues concerning business teacher education program maintenance, priorities and the embracing of a statewide effort to produce the quality and quantity of business teachers necessary to keep Illinois economically competitive both nationally and globally.

Employment and Business Education: A Positive Challenge Through 2005

According to employment projections of the Illinois Department of Employment Security (IDES), Illinois is expected to have nearly 280,000 job openings per year through the year 2005. The IDES projections included here were reported in the December 1992 issue of Illinois Economic Bulletin, published by the Illinois Department of Commerce and Community Affairs (DCCA). The DCCA publication said the IDES projections indicated 59,000 annual openings would result each year from economic growth, and 21,100 jobs from workers leaving the workforce due to retirement, relocation, death, etc. The top ten industries, ranked according to the average number of new jobs annually, are:

1. miscellaneous business services - 10,634
2. health services - 8, 014

3. eating and drinking establishments - 4,727
4. engineer accounts/consultants - 3,554
5. educational services - 2,478
6. social services - 2,231
7. durable goods wholesale - 2,229
8. general merchandise stores - 1,636
9. food stores - 1,634
10. nondurable wholesale - 1,346

Although this report did not identify educational requirements for these ten industries, we know that in 1988, 21.8% of employed workers had four or more years of college and 22% of these positions did not require a bachelors degree or beyond (Bailey, 1990). This factoring leaves 17% of job openings requiring a bachelors degree or beyond. The demand for individuals with less than a bachelors degree and those that possess one is critical to the understanding of business teacher demand (Bailey, 1990).

There were 22,206 jobs identified in categories 1, 3, 7, 8, 9, and 10. These industries hire individuals who have experiences developed through business education programs. Of these 22,206 jobs, approximately 3,775 (using the 17 percent distribution as discussed above) would require a bachelor's degree. This leaves 18,431 positions created annually which require less than a bachelor's degree but would require work experience and/or business education background. Although increasing numbers are completing postsecondary education, a majority of individuals seek positions with just a high school diploma (Bailey, 1990). If individuals are to be successful in these areas, they need to increase their knowledge and skills through professional training and postsecondary education via quality business education programs in high schools and community colleges. Additionally, it should be noted that this data reflects only the top ten industries. If all industries were considered, the number of positions seeking individuals with a business education background would surely be more than double those mentioned.

According to the Occupational Outlook Quarterly (1992), several business related occupations will experience significant increases between the years 1990 and 2005, these occupations do not require baccalaureate degrees for entry. The following table lists the occupations, percentage change from the year 1990 through the year 2005, and employment prospects. The prospects for individuals who have up to date business knowledge and skills are quite positive for both the short and long term. Students' demand for business course work, at minimum, should remain stable with great prospects for increasing significantly.

TABLE I

OCCUPATIONS WITH FASTER THAN AVERAGE GROWTH THROUGH 2005

Occupation	Percent change in employment 1990-2005	Employment Prospects
Receptionists and Information Clerks	47%	Much faster than average
Information Clerks	41%	Much faster than average
Counter and Retail Clerks	34%	Faster than average
Hotel/Motel Desk Clerks	34%	Faster than average
Dispatchers	29%	Faster than average
Retail Sales Workers	29%	Faster than average
Interviewing and New Account Clerks	28%	Faster than average
Cashiers	26%	Faster than average
Credit Clerks	24%	As fast as average
General Office Clerks	24%	Average growth
Personnel Clerks	21%	Average growth
Secretaries	15%	Average growth
Stock Clerks	12%	Faster than average
Mail Clerks and Messengers	9%	Faster than average

Changes in Business Education Teaching Force

Between 1989 and 1993 there has been a 12 percent overall decline in Illinois business education teachers. This data was gathered from Illinois Teacher Service Record Information compiled by the Illinois State Board of Education. The shorthand subject area had a 27 percent decrease-- the largest of all business education teaching areas. Table II reflects the decline in positions between 1989 and 1993 by main teaching areas.

TABLE II

MAIN TEACHING AREAS SHOWING DECLINING NUMBERS OF TEACHING POSITIONS

Teaching Area	1989 - N	1993 - N	Difference Percent
Shorthand	195	143	-27%
Accounting/Bookkeeping	430	348	-19%
Business Math	26	21	-19%
Marketing	34	28	-18%
Typing	798	666	-18%
Other Business Education	631	474	-15%
No Area Given	20	19	-6%
Data Processing	126	122	-3%

While Table II indicated there was a general decline in the number of teaching positions in business education, Table III identifies two teaching areas that increased--Business English, and Other (which accounts for many emerging information processing courses). In addition, the Business Occupations teaching area remained stable.

TABLE III

MAIN TEACHING AREAS SHOWING GROWTH OR STABILITY

Teaching Area	1989-N	1993-N	Difference Percent
Business English	5	6	20%
Other	366	396	12%
Business Occupations	63	63	0%

Analyzing changes in Illinois business education teacher positions by the Department of Adult, Vocational and Technical Education (DAVTE) regions (see Appendix A for listing of regions) provides insight into these changes. In Table IV five of the six regions declined in the number of business education positions during the period studied with Region 4 experiencing the largest decline. A cursory explanation of this phenomenon relates to the number of high school consolidations and mergers that have taken place in the regions and the nonreplacement of retiring business teachers. During the period 1989-1994, there have been 296 business teaching positions lost in Illinois. In Table IV, Chicago and its collar counties account for 62 percent of this decline. Discussion with representatives of Chicago public schools indicate that approximately 75 percent of the 183 positions lost were associated with Chicago public high schools. Recent budget conflicts, decreasing enrollments and school system reform efforts were cited as primary reasons for this decline. They indicated the curricular need was present for business education but not the budget.

Downstate the situation is quite different. With many small high schools (under 300 students) in unit and consolidated districts, the State Board of Education has provided financial incentives, for school districts to merge, annex, deactivate and consolidate to reduce staffing and facility maintenance costs. As shown in Table V, in the five downstate regions 113 business education teaching position were lost between 1989-94. During this time frame, 40 high schools were closed through the above mentioned means. These school closings almost exclusively impacted high schools with enrollment under 200 students. In schools of such size, class sizes in business education courses range from 8-18 students. When consolidations, mergers, and deactivations take place, large class sizes are possible in business education classes and this provides an opportunity to serve more students with fewer teachers. Hence, at least one business education position is lost with each merger, consolidation, annexation or deactivation. This represents over a third of positions lost during this time frame. Furthermore, during ISBE's early retirement program, a number of retiring business teachers were not

replaced because of budgetary concerns. While Region 4 had the largest decline, Region 6, in Southern Illinois, showed a modest increase of six percent. Overall, there was a 12 percent decline in the number of business teaching positions from 1989 (2440) to 1993 (2143).

In reviewing the longevity of business education teachers across Illinois secondary schools, one can easily conclude that this is an aging faculty. The data in Table VI illustrates business teachers' years of experience, percent of population and their age range. The data are skewed toward the age of retirement. The groups representing the 44 - 54+ year olds that have 21 to 36 years of experience represents 57 percent of the population! This data clearly shows there is and will continue to be a strong demand for new business teachers to take positions in Illinois secondary schools, and that this will likely extend to postsecondary institutions.

TABLE IV

DAVTE REGION	# OF BUSINESS TEACHER POSITIONS 1989	# OF BUSINESS TEACHER POSITIONS 1993	PERCENTAGE OF CHANGE
#1	1315	1131	-14%
#2	251	241	-4%
#3	262	241	-8%
#4	260	210	-19%
#5	231	198	-14%
#6	178	186	+4%
TOTAL	2500	2209	-12%

TABLE V

DECLINE IN THE NUMBER OF ILLINOIS HIGH SCHOOLS AND BUSINESS EDUCATION TEACHING POSITIONS 1989 - 1994 BY DAVTE REGION

DAVTE REGION	# OF MERGERS, CONSOLIDATIONS, ANNEXATIONS AND DEACTIVATIONS AFFECTING SECONDARY SCHOOLS	# OF HIGH SCHOOLS CLOSED	# OF BUSINESS EDUCATION POSITIONS LOST
1	2	2	183
2	11	12	9
3	6	6	27
4	18	13	48
5	2	3	33
6	4	4	4
TOTALS	43	40	304

TABLE VI

YEARS OF EXPERIENCE, PERCENT, AND AGE RANGE

Years of Experience	Percent	Age Range*
1 - 5	6%	24 - 28
6 - 10	9%	29 - 34
11 - 15	10%	34 - 38
16 - 20	17%	39 - 43
21 - 25	25%	44 - 48
26 - 30	20%	49 - 53
over 30	12%	over 54

*Age ranges assume a teacher started at age 23 and did not leave the profession for any period of time.

Current Demand for Business Education Teachers

Although there has been a decline in the number of business teaching positions in Illinois public high schools, this pattern will change. On the horizon are increasing numbers of high school age students, fewer mergers and consolidations, and a stable and strong projections of business teacher retirements leading to increased demand for business teachers. Information from career planning and placement bulletins from Illinois institutions of higher education reflect a significant demand for business education teachers. During 1993 there were 335 openings listed for business education teachers. From January 1994 through September 15, 1994 there were over 400 positions posted. This data was collected from placement bulletins published by Eastern Illinois University, Illinois State University, Southern Illinois University at Edwardsville, Southern Illinois University at Carbondale and Illinois State Board of Education placement bulletin, as well as a variety of listings that have been referred to business teacher educators via public school administrators and community college representatives. A list of these positions is attached in Appendix B. Due to the Illinois General Assembly's initiative for early retirement for public school educators, 1993 and 1994 have been watershed years for the numbers of openings in business education. It is difficult, if not impossible, to partial out the impact of the "five plus five" on teacher demand. Demand for business education teachers prior to the "five plus five" two year period consistently recorded 150 to 225 openings a year.

Further impacting teacher demand, current projections for secondary school enrollments indicate that student enrollments will rise from 523,000 in 1993 to 587,000 in 2002, a 12.2% increase (ISBE, 1993). While there has been a general decrease in business teaching positions, a number of content areas in business education have increased and many have maintained their enrollment status as school boards and administrators realize the important contribution that business education plays in young peoples' career, social and civic success. These trends illustrate a positive climate for secondary business education in Illinois. And while this climate developed, an

aging business teacher population has taken advantage of the "five plus five" program. This has increased demand dramatically for new business education teachers in Illinois, while the number of new candidates to fill these positions has decreased over the last three years. Furthermore, not all newly certified business education teachers seek employment or ultimately work in Illinois. Finally, the number of mergers, consolidations, annexations and deactivations will decline due to lack of partners and the lack of hard data that these restructuring efforts reduce costs.

Based on the discussion above and data in Table VI, years 1995 through 2000 will have stable demand for business teachers in Illinois, between 150 to 225 business education openings annually.

Business Teacher Supply

As with all areas of teacher certification, it is quite difficult to accurately identify individuals who are actively pursuing business teaching positions in Illinois. There are excess numbers of individuals in Illinois and around the country who have and maintain business education teacher certification without being employed as business teachers. To acquire a more accurate understanding of the "real supply" of business teachers to fill positions in Illinois, the council analyzed data from the Illinois Teacher Certification Board regarding individuals passing Illinois teacher certification test. This is a two part test, one part related to basic skills in reading, writing and mathematics while the second component is related to the subject matter of business, marketing, and management education. This testing process began in 1990.

The subject matter area of the test provides an indication of who are the new individuals who are truly interested in pursuing business education as a career. Table VII indicates the numbers increased dramatically in 1991 and then have declined for the last two years, 1992 and 1993. Between 1991 and 1992 there was a 25 percent decrease in the number of people taking and passing the subject matter portion of the test, while between 1992 and 1993 there was an additional 11

percent decrease in the number of people taking and passing the subject matter test. These decreases in the number of individuals taking and passing the subject matter test shows a declining supply of individuals qualified to fill business education teaching positions in Illinois public schools.

Further restricting the supply of potential business education teachers was the new teacher certification requirements put into effect in 1992 for business, marketing and management education teaching positions. These new standards provide more stringent criteria for teaching business subjects in Illinois. These revisions also changed the teacher certification endorsement areas significantly to match up with the changing nature of business preparation needs; and hence, would put "dormant" business education teachers at a disadvantage to be hired in the current job market. This is another rationale for using current certification testing data as an indication of teacher supply versus number of certified teachers in the state. This position was corroborated with interviews with two regional superintendents.

TABLE VII

BUSINESS, MANAGEMENT, AND MARKETING SUBJECT MATTER TEST

YEAR	NUMBER PASSING	CHANGE FROM PREVIOUS YEAR
1990	29	-------
1991	229	+ 69%
1992	170	- 26%
1993	150	- 12%

Conclusions

The following conclusions can be derived from the data listed in this report:

1. The current and projected demand for business education teachers in the state of Illinois will outstrip the current newly certified teachers produced by institutions of higher education in Illinois.
2. There will continue to be increased demand for youth and adults to enter the workforce with business related skills developed in business education programs.
3. The decline in the numbers of newly certified business education teachers as a result of the closing of business education teacher preparation programs at several state institutions of higher education in Illinois, (including the BS degree at Western Illinois University, the BS degree at Northern Illinois University and the MS degree at Illinois State University) will limit the state's ability to meet the market demand.
4. Due to the isolated review of individual business teacher education programs via National Council of Accreditation of Teacher Education (NCATE), Illinois State Board of Education (ISBE), American Assembly of Collegiate Schools of Business (AACSB), Board of Regents, Board of Governors and SIU Trustees review programs, and the current Illinois Board of Higher Education evaluation of teacher education programs, there has been a lack of comprehensive planning for specific discipline based teacher preparation programs. This has allowed micro-deterioration of individual programs at the expense of the state of Illinois.

Recommendations

It is the feeling of the members of the Illinois Business Teacher Educators Council (see Appendix A for membership) that the council along with representatives of the Illinois Board of Higher Education, Illinois State Board of Education, Illinois Community College Board and business and industry representatives be members of a blue ribbon task force to:

- ✓ Analyze the current context and environment for business teacher education programs, with the intent to develop long-term state wide goals for business teacher education productivity and seek appropriate funding for business teacher education programs at state institutions of higher education.
- ✓ From this analysis of data, the blue ribbon committee should make recommendations to the Illinois Board of Higher Education related to program strategic quality goals, organizing principles and delivery structures, and funding sources and levels.

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APPENDIX A
REGIONS OF ILLINOIS BY COUNTY

REGION 1

Cook
DuPage
Grundy
Kane
Kankakee
Kendall
Lake
McHenry
Will

REGION 2

Boone
Bureau
Carroll
DeKalb
Henry
Jo Daviss
LaSalle
Lee
Marshall
Ogle
Putnam
Rock Island
Stark
Stephenson
Whiteside
Winnebago
Woodford

REGION 3

Adams
Brown
Cass
Fulton
Hancock
Henderson
Knox
Logan
Mason
McDonough
Menard
Mercer
Morgan
Peoria
Pike
Sangamon
Schuyler
Scott
Tazewell
Warren

REGION 4

Champaign
Clark
Coles
Cumberland
DeWitt
Douglas
Edgar
Ford
Iroquois
Livingston
Macon
McLean
Moultrie
Piatt
Shelby
Vermillion

REGION 5

Bond
Calhoun
Christian
Effingham
Fayette
Greene
Jersey
Macoupin
Madison
Montgomery
St. Clair

REGION 6

Alexander
Clay
Clinton
Crawford
Edwards
Franklin
Gallatin
Hamilton
Hardin
Jackson
Jasper
Jefferson
Johnson
Lawrence
Marion
Massac
Monroe
Perry
Pope
Pulaski
Randolph
Richland
Saline
Union
Wabash
Washington
Wayne
White
Williamson

APPENDIX B

BUSINESS EDUCATION JOB LISTINGS:

January 1994 - October 1994

POSITIONS FOR BUSINESS EDUCATION GRADUATES
1994 October 26, 1994

October
(2 Positions)

John A. Logan College, Carterville,IL (Computer Specialist)
East. Iowa Comm. College Dist., Davenport, IA (Office Technology Instructor)

September
(4 Positions)

Fox College, Oak Lawn, IL (Business Education)
Earlville CUSD 9, IL (Business Education)
Ramsey High School, Ramsey, IL (H.S. Business Education & Computer Teacher)
Ottawa Township High School, Ottawa, IL (Coorporative Education Teacher)

August
(14 Positions)

Virginia C.U.S.D. #64, Virginia, IL (H.S. Business Education/Computer Network Exp.)
Board of Education, Western Springs, IL (Junior High Computer)
Tower Hill Community Schools, Tower Hill, IL (H.S. Business Education Teacher)
North Greene Unit Dist. 3, White Hall, IL (H.S. Business Education)
Greenfield School Dist. #10, Greenfield, IL (Business Education)
Anoka-Hennipin ISD #11, Coon Rapids, MN (Computer Programming)
White Cloud Public Schools, White Cloud, MI (Business Education/Network Supervisor [must be certified in Business Education])
Fox College, Oak Lawn, IL (Business Education Instructors [Shorthand/Typing a must])
Westville High School, Westville, IL (Business Education)
Spoon River Valley Jr./Sr. H.S., London Mills, IL (Business Education/Basketball Coach)
Lee Center CUSD #271, Paw Paw, IL (HS Business Teacher)
Routt High School, Jacksonville, IL (Business Teacher/with Business Math)
North Greene Unit Dist. 3, White Hall, IL (H.S. Business Education)
Galesburg CUSD #205, Galesburg, IL (Director of Vocational Education)

July
(32 Positions)

Riverdale Sr. High, Port Byron, IL (Business Education Teacher)
Argenta-Oreana C.U.S.D. #1, Argenta, IL (Part-time M.S. Computer Class)
Douglas Co. School Dist., Minden, NV (Computer Applications)
Tri-Valley Jr./Sr. High School, Downs, IL (Business/Accounting/Keyboarding)
Moline School Dist. #40, Moline, IL (H.S. Business Education Teacher)
IVC Unit S.D. #321, Chillicothe, IL (H.S. Business/Keyboarding)
Quincy Notre Dame H.S., Quincy, IL (Business Education)
East Lansing Public Schools, East Lansing, MI (Business - 60% Time)
Depue Dist. #103, Depue, IL (Business Education Teacher)
IL Valley Central U.S.D. #321, Chilicothe, IL (Business/Keyboarding)
Argenta-Oreana C.U.S.D. #1, Argenta, IL (Half Time Computer Instructor)

Aurora East Dist. 131, Aurora, IL (Business Education Teacher)
School Dist. of La Crosse, La Crosse, WI (.75 FTE Business Education Teacher)
Lake Zurich H.S., Lake Zurich, IL (H.S. Business Education Teacher)
Monmouth School District 38, Monmouth, IL (Full-Time H.S. Business Education)
Routt H. S., Jacksonville, IL (Business Teacher)
River Bend C.U.S.D. #2, Fulton, IL (Business Education/Computer Instructor)
Orion H.S., Orion, IL (Full-Time H.S. Business Teacher)
Marquardt School Dist. #15, Glendale Heights, IL (Computer Technology Coordinator)
Chenoa S.D. #9, Chenoa, IL (H.S. Computer Instructor)
Somonauk Jr./Sr. High School, Somonauk, IL (Business Education/Computers)
I.V.C. Unit Dist. #321, Chillicothe, IL (H.S. Business/Keyboarding)
Round Lake Area Schools, Round Lake, IL (Computer Education)
Glenwood School For Boys, Glenwood, IL (Jr. High Computer Lab Instructor [Full-Time])
Monmouth S.D. #38, Monmouth, IL (Business Teacher)
Red Hill C.U.S.D. #10, Bridgeport, IL (Industrial Education/H.S. Business)
Glenwood School For Boys, Glenwood, IL (Computer Lab Instructor)
Bond Co. Comm. Unit #2, Greenville, IL (Business with Combination of Math, Biology, or Spanish)
Lasalle-Peru TWP. H.S., Lasalle, IL (Business Teacher)
Carl Sandburg Middle School, Mundelein, IL (Part Time Computer Teacher)
Manhattan-Ogden U.S.D. 383, Manhattan, KS (Part Time Business Education Instructor)

June
(71 Positions)

Hartsburg-Emdem, Emdem, IL (Business Teacher)
IL Eastern CC, Olney, IL (Business Teacher)
Lake Harris District, Lake Harris, IL (Business Teacher)
Maplewood-Richmond Heights, Maplewood, MO (Business Teacher)
North Clay High School, Louisville, IL (Business Teacher)
St. Anne High School, St. Anne, IL (Business Teacher)
Witt District, Witt, IL (Business Teacher)
Stillman Valley H.S., Meridian #223, Stillman Valley, IL (Business Teacher w/coaching)
North Clay Comm. Unit S.D. #25, Louisville, IL (H.S. Business/P.E. or Business/English Combination Teacher)
Amboy Comm. Unit S.D. #272, Amboy, IL (Computers/Media [Junior High])
School District of Tigerton, Tigerton, WI (Full-Time Business Education Teacher [7-12th])
Belvidere Comm. Unit S.D. #100, Belvidere, IL (Div. Chair and Vocational Teacher)
Wesclin Comm. Unit Dist. #3, Trenton, IL (Business Teacher)
Orion Schools, Orion, IL (Business Teacher)
Hartsburg-Emden Unit #21, Hartsburg, IL (Business Teacher)
Oakwood Unit Office, Fithian, IL (Computer Teacher)
Morton Unit District 709, Morton, IL (Business Teacher [Full-Time])
(Business Teacher [Part-Time])
Momence School Dist. #1 Momence, IL (Computer Instructor)
Saunemin CCSD 438, Saunemin, IL (Computer Teacher)
Livingston CUSD #4, Livingston, IL (Business Teacher)
S. Beloit Schools 320, South Beloit, IL (Business Educ. Teacher)

Kankakee AVC, Bourbonnais, IL (Data Processing Teacher)
White Cloud Public Schools, White Cloud, WI (Keyboarding [Middle School])
School Dist. of Menomomie Area, Menomomie, WI (Computer Coordinator)
Main Twp. H.S., Park Ridge, IL (Systems Director)
Eastland H.S., Lanark, IL (Computer Instructor)
Roseville, Comm. Unit S.D. #200, Roseville, IL (Computer Teacher)
Galesburg CUSD #205, Galesburg, IL (WECEP Coordinator)
Lane Community College, Eugene, OK (Computer Info Instructor)
Bemidji State University, Bemidji, MN (Accounting Instructor)
J.S. Morton H.S., Cicero, IL (Director of Computer Services)
Alleman Catholic H.S., Rock Island, IL (Computer Teacher)
Champaign Central H.S., Champaign, IL (Business Education Teacher)
Lee Center CUSD #271, Paw Paw, IL (Business Education Teacher)
Herscher CUSD #2, Herscher, IL (Business Education Teacher)
Roseville Comm. Unit S.D. #200, Roseville, IL (Computer Teacher)
U.S.D. 383, Manhatten, Kansas (Business & Industry Coordinator)
Altamont High School, Altamont, IL (H.S. Business Education Teacher)
Altamont Jr. High School, Altamont IL (J.H. Business/w computers)
Panhandle C.U.S.D. #2, Raymond, IL (Business Education Teacher)
Abingdon Comm. Unit Dist. #217, Abingdon, IL (Computer Teacher)
Carlinville Middle School, Carlinville, IL (Computer Teacher)
Illini Central H.S., Mason City, IL (Business Education Teacher)
S.D. of Maplewood-Richmond Heights, Maplewood, IL (Business Education Teacher)
South Texas Indep. School District, Mercedes, Texas (Computer Teacher)
South Texas Indep. School District, Mercedes, Texas (Business Education Teacher)
Bradley University, Peoria, IL (Management Info Systems Instructor)
Illinois Eastern Comm. Colleges, Olney, IL (Information Processing Instructor)
Illinois Eastern Comm. Colleges, Olney, IL (Marketing/Mid Management Instructor)
North Central Technical College, Wausau, Wisconsin (Computer Info Systems)
Mahomet-Seymour Unit #5, Mahamet, IL (Business Teacher)
North Boone CUSD #200, Poplar Grove, IL (Business Teacher)
Frankfort Jr. H.S., Frankfort, IL (Computer Teacher)
Oblong CUSD #4, Oblong, IL (Computer Teacher)
St. Paul Elementary, Danville, IL (Computer Teacher)
Grant Comm. H.S. Fox Lane, IL (Computer Teacher)
Marion Central Catholic H.S., Woodstock, IL (Business/Computer Teacher)
Carlinville Middle School, Carlinville, IL (Computer Teacher)
North Wayne CUSD #200, Cisne, IL (Business Teacher)
Illini Central H.S., Mason City, IL (Business Teacher)
Steelville Comm. Unit S.D. 138, Steelville, IL (Business Teacher)
Pecatonica Schools, Pecatonica, IL (Business/Computer Teacher)
Tremont High School, Tremont, IL (Business/Computer Teacher)
Westmont Senior H.S., Westmont, IL (Business Cooperative Educ.)
Earlville CUSD #9, Earlville, IL (Business Education Teacher)
Oblong CUSD #4, Oblong, IL (Business Education Teacher)
Illinois Valley Central H.S., Chillicothe, IL (Business Teacher)
Carlyle High School, Carlyle, IL (Vocational Director and Apprenticeship Supervisor)

C.E.S.A. #10 Chippewa Falls, WI (Telecommunications Project Coordinator)
Lakeshore Technical College, Cleveland, WI (Accounting Instructor)

May
(82 Positions)

Community District #3, Camp Point, IL (Business Teacher)
Grayville District, Grayville, IL (Business Teacher)
Jacksonville District, Jacksonville, IL (Business Teacher)
Jerseyville District, Jerseyville, IL (Business Teacher)
Lostant District, Lostant, IL (Business Teacher)
Marian Catholic HS Woodstock, IL (Business Teacher)
Mt. Vernon Schools, Mt. Vernon, IL (Business Teacher)
Pecatonica Schools, Pecatonica, IL (Business Teacher)
S. Arkansas CC, El Dorado, Ar (Business Teacher)
Shiloh District, Humme, IL (Business Teacher)
Somanauk JR/SR High School, Somonauk, IL (Business Teacher)
West County R-IV Schools, Leadwood, MO (Business Teacher)
Union High School, Biggsville, IL (Business Teacher)
CUSD #2/Robinson High School, Robinson, IL (Business Teacher)
Cissna Park CUSD #6, Cissna Park, IL (Business Teacher)
Freeport School Dist. #145, Freeport, IL (Business Education/Computers)
Rock Falls Twp. H.S., Rock Falls, IL (Tech Prep Coordinator)
Abingdon CUSD #217, Abingdon, IL (Business Education/Computers)
Prairie Central CUSD #8, Forrest, IL (Elementary Computers)
South Beloit Public Schools, South Beloit, IL (Business Education)
Lincoln Comm. H.S. Dist. 404, Lincoln, IL (Business Education)
Bond County Comm. Unit #2, Greenville, IL (Business Teacher)
IVC High School, Chillicothe, IL (Business Teacher)
Tiskilwa High School, Tiskilwa, IL (Business Education)
Moore Haven Middle/High School, Moore Haven, FL (H.S. Business Education)
Douglas County Christian School, Roseburg, OR (Business Education)
N. Franklin Sch. Dist., Connell, WA (Vocational Business Teacher)
Heartland Region, Decatur, IL (Tech Prep Coordinator)
Parkland College, Champaign, IL (Computer Science)
Glenbard East H.S., Lombard, IL (Business Dept. Chair)
Forest View Educational Center, Arlington Heights, IL (Division Head [Business Education/Industrial Education/Technology])
Morrisonville H.S., Morrisonville, IL (Business Education Teacher)
Bremen Comm. H.S., Midlothian, IL (Business Department Supervisor)
Mt. Carmel H.S., Mt. Carmel, IL (Business Education Teacher)
P.E.R.F.E.C.T., Peoria, IL (Sex Equity Coordinator)
Putman County CUSD #535, Granville, IL (Business Education/Computer)
Joliet Twp H.S. Dist. #204, Joliet, IL (Business Education Teacher)
Pleasant Plains CUD #8, Pleasant Plains, IL (Business Education Teacher)
Forest View Educational Center, Arlington Heights, IL (Business Education/Computer)
Deercreek Mackinaw H.S., Mackinaw, IL (Business Education Teacher)

School Dist. of Janesville, Janesville, WI (Business Education Teacher
Gateway Technical College, Kenosha, WI (Business Information Systems [3 Positions])
Scott Community College, Davenport, IA (Economics Instructor)
Chadron State College, Chadron, NE (Economics and Business Instructor)
Delabar Voc. Educ. System, Monmouth, IL (Systems Director)
Cerro Gordo CUSD #100, Cerro Gordo, IL (Computer Teacher)
St. Edward H.S., Elgin, IL (Computer/Business Education Teacher)
Panhandle CUSD #2, Raymond, IL (Business Education)
Livingston Comm. School Dist. #4, Livingston, IL (Business Teacher)
Harrisburg Unit #3 Schools, Harrisburg, IL (Business Teacher)
Roseville ISD #623, Roseville, MN (Teacher-Coordinator WECEP)
Elko County School Dist., Elko, NV (Business Teacher)
Devry Institute of Technology, Addison, IL (Human Resource Manager)
Ivytech, Fort Wayne, IN (Bus. Admin. Program Chairperson)
John Wood Comm. College, Quincy, IL (Business Instructor)
South Arkansas Comm. College, El Dorado, AR (Director of Bus. Training)
Fox College, Oak Lawn, IL (Business Education Instructor)
Glenbard East H.S., Lombard, IL (Business Education Department Chair)
Our Saviour School, Jacksonville, IL (Computer Literacy [Elementary])
Belleville Twp. H.S., Belleville, IL (Business Education)
Marian Central H.S., Woodstock, IL (Business Education/Computers)
Pinckneyville Comm. H.S., Pinckneyville, IL (Business Education)
Kansas Comm. Unit #3, Kansas, IL (Business Education/Computer)
Washington Comm. H.S. Dist. 308, Washington, IL (Business Education)
Tampico C.U.S.D. #4, Tampico, IL (Business Education/Computer Education)
Carbondale Comm. H.S. Dist. #165, Carbondale, IL (Business Education)
Belvidere C.U.S.D. #100, Belvidere, IL (Business Education)
Jewish Vocational Service, Chicago, IL (Skills Instructor)
Warrensburg R-VI School Dist., Warrensburg, MO (Business Instructor [Middle School])
Administrative Offices Dist. 148, Riverdale, IL (Computer Instructor [Middle School])
River Ridge CUSD #210, Elizabeth, IL (Director-Jo Davies-Carroll County Area Voc. Center)
Spaulding School, Gurnee, IL (Computer Teacher)
Carmi-White Co. C.U.D. #5, Carmi, IL (Computer Teacher)
Chester CUSD #139, Chester, IL (Business Education Teacher)
Community Unit School Dist. #3, Camp Point, IL (Business Education Teacher)
Marquette H.S., Ottawa, IL (Business Education Teacher)
Riverdale School Dist., Muscode, WI (Tech Educ. Position [Computer])
Affton School Dist., St. Louis, MO (Substitute Teacher)
Univ. of Wisconsin Center, Menasha, WI (Business/Economics Instructor)

April
(73 Positions)

Carthage JR/SR High School, Carthage, IL (Business Teacher)
Charleston District, Charleston, IL (Business Teacher)
Clinton Schools, Clinton, IA (Business Teacher)
Cozad City Schools, Cozad, NE (Business Teacher)
District #23, Prospect Heights, IL (Business Teacher)

Durrand High School, Durrand, IL (Business Teacher)
Edwardsville High School, Edwardsville, IL (Business Teacher)
Green Bay Area Schools, Green Bay, WI (Business Teacher)
Illini Bluffs District, Glasford, IL (Business Teacher)
Leyden High School, Franklin Park, IL (Business Teacher)
McHenry High School, McHenry, IL (Business Teacher)
Mt. Carmel High School, Mt. Carmel, IL (Business Teacher)
New Athens District, New Athens, IL (Business Teacher)
Robinson High School, Robinson, IL (Business Teacher)
Salem High School, Salem, IL (Business Teacher)
P.E.R.F.E.C.T., Peoria, IL (System Director, Peoria Education Region for Employment)
Iroquois West H.S., Gilman, IL (Business Teacher)
United Twp. H.S. Dist. 30, East Moline, IL (Business Teacher [2 Positions])
Pikeland CUSD #10, Pittsfield, IL (Business Teacher)
Lee Center CUSD #271, Paw Paw, IL (Computer Teacher)
CUSD #2, Robinson, IL (Business Education Teacher)
Mendota Twp. H.S. #280, Mendota, IL (Computer Teacher)
Niles Twp. H.S. #219, Skokie, IL (Business Teacher)
Niles Twp. H.S. #219, Skokie, IL (CVE Teacher-Coordinator)
Holy Trinity H.S., Chicago, IL (Business Teacher)
Pinckneyville Comm. H.S., Pinckneyville, IL (Business Education Teacher)
Somonauk Jr. Sr. H.S., Somonauk, IL (Business Education Teacher)
Oakland H.S., Oakland, IL (Business Teacher [2 Positions])
Elmwood Park CUSD #401, Elmwood Park, IL (Business Teacher)
Anoka-Hennepin I.S.D. #1, Minneapolis, MN (Post Secondary Business Teacher)
Morgan Hill Unified School Dist., Morgan Hill, CA (Computer Teacher)
Illinois Central College, East Peoria, IL (Dept. Chair-Business & Information Systems)
Gateway Technical College, Kenosha, IL (Training Coordinator)
Iowa Valley Comm. College Dist., Marshalltown, IA (Business Instructor)
Consol, H.S. Dist. #210, Orland Park, IL (Assistant to Controller)
Durard H.S., Durard, IL (Computer Teacher)
O'Fallon Twp. H.S., O'Fallon, IL (Business Teacher)
Lincoln Comm. H.S., Lincoln, IL (Economics Teacher)
Shiloh C.U.S.D. #1, Hume, IL (Business Teacher)
Tampico C.U.S.D. #4, Tampico, IL (Business Education/Consumer Education)
San Francisco Unified School Dist., San Francisco, CA (Business Education)
Willmar Public Schools, Willmar, MN (Business and Office Education)
Douglas City School Dist., Minden, NV (Computer/Business)
Herscher CUSD #2, Herscher, IL (Business Education Teacher)
East Peoria H.S., East Peoria, IL (Business Education Teacher)
Elementary School District #20, Hanover Park, IL (Business Manager)
South Beloit Comm. Dist. 320, South Beloit, IL (Business Education Teacher)
Pontiac Township High School, Pontiac, IL (Business Education Teacher)
Rantoul Twp. H.S., Rantoul, IL (Business Education Teacher)
Lawrence Public Schools, Lawrence, KS (Instructional Computer)
Independent School Dist. #77, Mankato, KS (Business Education Teacher)
Texas A&M Univ., College Station, TX (Assoc. Dir. of Business/needs M.S. in Business)
Somerset Comm. College, Somerset, KY (Business & Economics Teacher)

John A. Logan College, Carterville, IL (Computer Instructer)
Niles Twp. H.S. Dist.#219, Skokie, IL (Assistant Business Manager)
Galesburg CUSD #205, Galesburg, IL (Business Education Teacher)
Lee Center CUSD #271, Paw Paw, IL (Computer Science)
DePue Unit Schools, DePue, IL (Business Education Teacher)
Belvidere CUSD #100, Belvidere, IL (Computer Science)
Taylorville H.S., Taylorville, IL (Business Education Teacher)
Oblong CUSD #4, Oblong, IL (Computer Teacher)
Prairie Central CUSD #8, Forrest, IL (Elementary Computers)
Ottawa Twp. H.S., Ottawa, IL (Business Education Teachers)
School Dist. of Janesville, Janesville, WI (Vocational Educ. Coordinator)
Shawano-Gresham School Dist., Shawano, WI (Computer Literacy)
Wisconsin Rapids Public Schools, Wisconsin Rapids, WI (Business Educ./Computer)
Shawano-Gresham School Dist., Shawano, WI (Business Education Teacher)
Clinton Comm. Schools, Clinton, IA (Business Education/Computers)
U of Science & Arts-Oklahoma, Chickasha, OK (Economics Instructor)
Fergus Falls Comm. College, Fergus Falls, MN (Business Instructor)
Wayne State U., Detroit, MI (Manager III [Student Services])

March
(71 Positions)

Downers Grove District, Downers Grove, IL (Business Teacher)
Edinburg District, Edinburg, IL (Business Teacher)
Pekin Schools, Pekin, IL (Business Teacher)
Waukegan District, Waukegan, IL (Business Teacher)
Illini Bluffs Unit Dist. 327, Glasford, IL (Business Education/Computers)
LaSalle-Peru Twp. H.S., LaSalle, IL (W.E.C.E.P. Coordinator)
School Dist. 23, Prospect Heights, IL (Computer Education)
Casey-Westfield C.U.S.D. C-4, Casey, IL (Business/Tech Prep)
McHenry H.S. - W. Campus, McHenry, IL (Business Education/Computers)
Chenoa Dist. #9, Chenoa, IL (Computer Teacher)
Liberty C.U.S.D. #2, Liberty, IL (H.S. Computer Science)
Salem Comm. H.S. #600, Salem, IL (Business Teacher)
Durango School Dist., Durango, CO (Business Teacher)
Belleville Township H.S., Belleville, IL (Business Education Teacher)
Tri Co CUSD #176, Campbell Hill, IL (Business Education Teacher)
Divernon CUSD #13, Divernon, IL (Business Education/Computer Background)
Winchester CUSD #1, Winchester, IL (Business Education Teacher)
Troy School District 30-C, Joliet, IL (Computer Literacy Teacher)
Newark H.S., Newark, IL (Business/Computer Teacher)
Pontiac Township H.S., Pontiac, IL (Business Education Teacher)
Afton School District, St. Louis, MO (Keyboarding Teacher)
Lawrence Public Schools, Lawrence, KS (Computer Literacy/Business)
Lawrence Public Schools, Lawrence, KS (Office Occupations)
Illinois Eastern Community College, Olney, IL (Business Mgmt. Instructor)
Chadron State College, Chadron, NE (Assoc. Professor of Business)
El Paso Community College, El Paso, TX (Accounting Instructor)

El Paso Community College, El Paso, TX (Information Systems Instructor)
Tazewell County Area Education for Employment, Pekin, IL (Director)
Lincoln Community H.S., Lincoln, IL (Business Education Teacher)
Lamoille High School, Lamoille, IL (Business Education Teacher)
Adlai Stevenson H.S., Lincolnshire, IL (Business Education Teacher)
Sacred Heart Griffin H.S., Springfield, IL (Business Education Teacher)
Beardstown Comm. Unit Dist. #15, Beardstown, IL (Business Education Teacher)
O'Fallon Twp. H.S., O'Fallon, IL (Business Teacher)
Bettendorf Comm. School Dist., Bettendorf, IA (Computer Teacher)
Morgan Hill Unified School Dist., Morgan Hill, CA (Computer Teacher)
Black Hawk College, Moline, IL (Computer Instructor)
Comm. Unit School Dist. #5, Sterling, IL (Asst. Voc. Director)
Twp. H.S. Dist. 214, Arlington Heights, IL (Division Head, Business)
Carbondale Comm. H.S. Dist. 165, Carbondale, IL (Optional Educ. Coordinator)
Eastland Comm. H.S., Lanark, IL (Computer Teacher)
Downers Grove Grade Sch. Dist. 58, Downers Grove, IL (Coordinator of Business Services)
Carthage Jr./Sr. H.S., Carthage, IL (Business Education)
New Athens H.S. Dist. 60, New Athens, IL (Business Education)
Cerro Gordo CUSD #100, Cerro Gordo, IL (Computer Teacher)
Main Twp. H.S. Dist. 207, Park Ridge, IL (Marketing Educ. Teacher)
Bethany Jr./Sr. H.S., Bethany, IL (Business Education)
West Chicago Elementary Dist. 33, West Chicago, IL (Computer Teacher)
Prairie Central CUSD #8, Forrest, IL (Computer Teacher)
Wilco Area Voc. Center, Romeoville, IL (Computer Teacher)
Perry City School Dist. 32, Perryville, MO (Marketing Educ. Teacher)
Henry Co. Brd. of Educ., McDonough, GA (Business Education)
Augustana College, Sioux Falls, SD (Bus. Admin. Instructor)
John A. Logan College, Carterville, IL (Business Instructor)
Rock Valley College, Rockford, IL (Business Manager)
Williamsville H.S., Williamsville, IL (Business Teacher)
Edwards Cty. H.S., Albion, IL (Business Teacher)
Monmouth School Dist. #38, Monmouth, IL (Business /Computer Teacher)
Morrison Comm. Unit Dist. #6, Morrison, IL (Business Teacher)
Abingdon CUD #217, Abingdon, IL (Business Teacher)
East Richland H.S., Olney, IL (Accounting/Computer Programming Teacher)
Bloomington Public Schools, Bloomington, IL (Business Teacher)
Lake County AVC, Grayslake, IL (Business Instructor [International])
Lake County AVC, Grayslake, IL (Office Technology/Word Processing)
Black Hawk College, Moline, IL (Business Administration Instructors)
Black Hawk College, Moline, IL (Economics Instructor)
John A. Logan College, Carterville, IL (Accounting, Economics, Banking, Data Processing, Secretarial Instructors)

February
(39 Positions)

Our Lady Queen of Peace, Bethalto, IL (Business Teacher)
Elmhurst School District, Elmhurst, IL (Business Teacher)

Livingston Area Vocational Center, Pontiac, IL (Vocational Education CVE)
Olympia Admin. Office, Stanford, IL (Business Education Teacher)
Hartsburg-Emden High School, Hartsburg, IL (Business/Computer Education)
O'Fallon Twp. H.S., O'Fallon, IL (Business Education Teacher)
Monmouth School Dist. 38, Monmouth, IL (Business Education Teacher)
Scott-Morgan Comm. Unit #2, Bluffs, IL (Business Education Teacher)
Reed-Custer Unit Dist. 255U, Braidwood, IL (Elementary Computer)
Galesburg C.U.S.D. #205, Galesburg, IL (WECEP Coordinator)
Brevard Comm. College, Cocoa, FL (Computer Science Instructor)
Olney Central College, Olney, IL (Director of Business)
East Richland H.S., Olney, IL (Business Education Teacher)
Hoopeston Area CUSD, Hoopeston, IL (Computer Education Teacher)
Mattoon CUSD #2, Mattoon, IL (Cooperative Vocational Education)
Genoa-Kingston H.S., Genoa, IL (Consumer Educ./ Vocational Educ.)
Catalina Foothills School District, Tuscon, AZ (Business Education)
Lemont High School, Lemont, IL (Director, Data Processing)
Evergreen Park Comm. H.S. Dist. 231, Evergreen Park, IL (Business Education Teacher)
Belleville Twp. H.S. Dist. 201, Belleville, IL (Business Teacher[CVE])
Wesclin C.U.D. #3, Trenton, IL (Business Teacher)
Mt. Olive C.U.D. #5, Mt. Olive, IL (Business Education Teacher)
South Texas Ind. School Dist., Mercedes, TX (Business Education Teacher)
South Texas Ind. School Dist., Mercedes, TX (Computer Teacher)
College of Dupage, Glen Ellyn, IL (Accounting Instructor)
College of Dupage, Glen Ellyn, IL (Business/Mgmt. Instructor)
McHenry County College, Crystal Lake, IL (Accounting Instructor)
John A. Logan College, Carterville, IL (Computer Network Specialist)
SUNY-Cobleskill, Cobleskill, NY (College Accountant)
Glenwood School for Boys, Glenwood,IL (Computer Teacher[Middle School])
Effingham Comm. School Dist. #40, Effingham, IL (Business/Keyboarding)
Kankakee School Dist. #111, Kankakee, IL (Computer Teacher)
Tuscola Comm. H.S., Tuscola, IL (Business/Keyboarding/Word Processing)
Hinsdale TWP. H.S. Dist. #86 Hinsdale, IL (Business Teacher)
Gurnee School Dist. #56, Gurnee, IL (Computer Teacher[Middle School])
Freeport School Dist. #145, Freeport, IL (Business Education)
El Paso CUSD #375, El Paso, IL (Business Education)
Manteno CUSD #5, Manteno, IL (Economics/Business)
Sauk Valley Comm. College, Dixon, IL (Computer Information Systems)

January
(29+ Positions)

Peoria Schools, Peoria, IL (Business Teacher)
Sanford Brown College, Granite City, IL (Business Teacher)
School District #63, Evanston, IL (Business Teacher)
Neoga C.U.S.D. #3, Neoga, IL (Business Teacher)
Pontiac Twp. H.S., Pontiac, IL (Business Education Teacher)
Wake Co. Public Schools, Raleigh, N.C. (Business Education-Minority)
BGSU-Firelands College, Huron, OH (Economics and Statistics Instructor)

Sylvan Learning Center, Bloomington, IL (Part-time Teacher)
Bond Co. Community Unit #2, Greenville, IL (Business Teacher)
Battle Creek Public Schools, Battle Creek, MI (Vocational Director)
School District of City of Ladue, St. Louis, MO (Computer Coordinator)
Homewood Flossmoor H.S., Flossmoor, IL (Business Education Teacher)
Warrensburg-Latham H.S., Warrensburg, IL (H.S. Business-Cooperative Education Teacher)
Glenbrook H.S., Glenview, IL (Business Education Teacher Diversified Cooperative Education)
New Trier H.S., Wilmette, IL (Business Education Teacher)
Cambridge C.U.S.D. #227, Cambridge, IL (Business Education Teacher)
C.U.S.D. #2, Marion, IL (Cooperative Vocational Teacher-Coordinator Business Education/Accounting)
College of Lake County, Grayslake, IL (Career Development Specialist)
Carbon County Dist. One, Rawlins, WY (Business Education Teacher)
Joliet Township H.S. Dist. #204, Joliet,IL (Keyboarding Teacher)
Dixon Public Schools, Dixon, IL (Keyboarding/Consumer Education)
Comm. H.S. Dist. 155, Crystal Lake, IL (Economics Teacher)
Rich Twp. H.S. Dist. 227, Olympia Fields, IL (Business Education [Word Processing])
Alwood CUSD #225, Woodhull, IL (Work-study Coordinator)
Aptakisic-Tripp Dist. 102 Buffalo Grove, IL (Various Positions)
Maine Twp. H.S. Dist. 207, Park Ridge, IL (Business Education)
Clay City CUSD #10, Clay City, IL (Computer Science)
Genoa-Kingston CUSD #424, Genoa, IL Consumer Educ/Vocational Educ.)
Lawerence Public Schools, Lawrence, KS (Project Coordinator)
Gateway Technical College, Kenosha, WI (Instructor [Tutoring Center])

APPENDIX C

IBTEC BYLAWS

BYLAWS OF THE

ILLINOIS BUSINESS TEACHER EDUCATORS COUNCIL

(BUSINESS EDUCATION JOINT STAFF)

ARTICLE I. NAME

Section 1. The name of this Association shall be the Illinois Business Teacher Educators Council also known as the Business Education Joint Staff, hereafter referred to as the Council.

ARTICLE II. PURPOSE

Section 1. The purposes of the Council shall be:

Part A. To serve as a communications link between the various programs represented by the Council and with agencies working in areas of concern to business educators.

Part B. To serve in an advisory capacity to the Head Consultant of Business Marketing and Management of the Department of Adult, Vocational and Technical Education.

Part C. To cooperate and provide leadership in working toward goals which are in the best interest of business education.

Part D. To stimulate improvement of instruction, research and other professional activities of Illinois business educators.

Part E. To review certification and accreditation policies.

Part F. To review activities of DAVTE and ISBE.

ARTICLE III. MEMBERSHIP

Section 1. Institutional representatives of business education programs of Illinois four-year colleges and universities shall be Council members.

Section 2. Up to two additional members of each of the above programs, at least one of whom is a vocational teacher educator, may be voting Council members. It is understood that a very small department may confine its membership to one representative.

Section 3. Consultants for Business, Marketing and Management, Department of Adult, Vocational and Technical Education, Illinois State Board of Education shall be ex-officio members of the Council.

Section 4. A representative from a community college shall be annually appointed by the Council.

(Adopted June 11, 1993)

ARTICLE IV. MEETINGS

Section 1. The Council shall meet each Fall in conjunction with the meeting of the Illinois Business Education Association.

Section 2. The Council shall also meet during the meeting of the Illinois Vocational Association and two additional times each year in a liaison, advisory, and communication capacity with appropriate staff of DAVTE. The location of the meeting shall be determined by Council officers in consultation with DAVTE staff.

ARTICLE V. MEMBERSHIP YEAR

Section 1. The membership year shall be from November 1 through the following October 31.

ARTICLE VI. AFFILIATION

Section 1. The Council is an affiliate of the Illinois Business Education Association.

Section 2. A Council member shall be elected to a three-year term to IBEA. A vacancy will be filled by appointment by the IBTEC chairperson.

ARTICLE VII. OFFICERS

Section 1. A chairperson, vice-chairperson, and a secretary shall be elected by the Council from its membership.

Section 2. The chairperson shall serve for a two year term. The vice-chairperson and secretary shall serve for two years and move up to the next higher office. Election shall be held at the Illinois Vocational Education Association meeting with new officers taking responsibility beginning November 1. Each officer shall represent a different university in this rotation order:

Southern Illinois University at Carbondale
Illinois State University
Northern Illinois University
Eastern Illinois University
Southern Illinois University at Edwardsville
Chicago State University
Other institutions offering certification programs in business education

If an institution has been inactive, its rotation shall be lost for the officer positions.

Section 3. The duties of the officers shall be:

Part A. The chairperson shall preside at all meetings of the Council, appoint all special committees with the advice of the members, call all meetings of the Council and perform such other duties as customary for such offices.

Part B. The vice-chairperson shall publicize the Council actions when deeded appropriate by the members, perform the duties of the chairperson when the latter is absent or unable to serve, or assist the chairperson in agenda planning and other duties as the chair indicates a need for assistance.

Part C. The secretary shall keep full and accurate minutes of meetings, names and addresses of the membership, and distribute minutes and membership lists as prescribed by the membership.

ARTICLE VIII. AMENDMENTS

Section 1. Amendments to the bylaws may be made by a majority vote of the members present at a business meeting of the Council provided the proposed amendment is sent to the membership 30 days prior to that meeting.

ILLINOIS BUSINESS TEACHER EDUCATORS COUNCIL
(Business Education Joint Staff)
(1994-95)

Eastern Illinois University

Lillian Greathouse
Business Education
Eastern Illinois University (O) 217/581-2627
Charleston, IL 61920 (H) 217/348-0676

Roger L. Luft
Business Education
Eastern Illinois University (O) 217/581-6935
Charleston, IL 61920 (H) 217/348-0403

Thaddeus McEwen
Business Education
Eastern Illinois University (O) 217/581-3767
Charleston, IL 61920 (H) 217/348-1043

Illinois State University

Alfred Kaisershot
Dept. of Business Education & Admin. Serv.
Illinois State University (O) 309/438-7105
Normal, IL 61761 (H) 309/473-3365

Norris Porter
Business Education & Admin. Serv.
Illinois State University (O) 309/438-2130
Normal, IL 61790-5560 (H) 309/473-3525

Thomas Haynes
Business Education & Admin. Serv.
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Northern Illinois University

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Dekalb, IL 60115 (H) 815/895-9943

Jolene Scriven
Department of Management
Northern Illinois University (O) 815/753-1124
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Education & Development
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Clora Mae Baker
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Margaret Erthal
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Campus Box 1106
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Edwardsville, IL 62026-1106 (H) 618/466-4827

John F. Schrage
School of Business
Campus Box 1106
Southern Illinois University (O) 618/692-2504
Edwardsville, IL 62026 (H) 618/656-0084

Illinois State Board of Ed.--Dept. of Adult, Voc. & Technical Ed.

Ms. Gerry B. Gaedtka
Vocational Education Program Services
Dept. of Adult, Voc., and Technical Ed.
Illinois State Board of Education
100 North 1st Street (O) 217/782-4877
Springfield, IL 62777 (H) 217/487-7393

Mr. Roger Uhe
Vocational Education Program Services
Dept. of Adult, Voc., and Technical Ed.
Illinois State Board of Education
100 North 1st Street (O) 217/285-4877
Springfield, IL 62777 (H) 217/285-4946

Community College Representative

Ms. Kay Mackey
Richland Community College
1 College Park (O) 217/875-7200
Decatur, IL 62521-8513